



Wildlife Habitat Incentives Program (WHIP) at Work on Kaua'i Cave Wolf Spiders and Cave Amphipods Benefit

by Michelle Clarke

WHIP is working on Kauai to protect the endangered cave spider, which in one of a kind, as it is the world's only eyeless wolf spider. These spiders are extremely rare and restricted to three known populations in caves on private lands.



Photo credit: Gordon Smith - USFSW

The spider can reach the size of a fifty-cent piece, is beautifully covered with golden bronze hairs, is completely harmless to people, but is a predator. Their hunting cues originate from sounds received by an extra pair of sensory hairs on their front legs. The Kaua'i cave wolf spiders primary prey is an endangered amphipod (small crustacean) of which there are only five known populations.

The Kaua'i cave spider and cave amphipods are two species being protected by the Wildlife Habitat Incentives Program (WHIP). This program encourages creation of high quality wildlife habitats that support wildlife populations of National, State, or local significance.

Recently the West Kaua'i Soil and Water Conservation District in partnership with the Natural Resources Conservation Service (NRCS), US Fish and Wildlife Service (FWS) and a



Clean-up crew

private landowner hosted a cave habitat cleanup day. A substantial amount of refuse material (two truckloads) was hauled out of the cave.

Very few spiders have been seen in this cave, mostly due to its openness and

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lack of humidity. Some day this cave will serve as an interpretative site for Hawai'i's native cave ecosystems.

Another WHIP project is at the Kiahuna Golf Club. This is home to the second largest population of endangered Kauai cave amphipods known to exist. Only four caves are documented to contain this rare and endemic amphipod and one of them happens to be off the 11th tee on the golf course. The amphipod, a very small crustacean, feeds on old and decaying wood and is the primary prey for the endangered Kauai cave wolf spider. The blind leading the blind is an appropriate description for these animals as both species have lost their vision due to their evolution in a cave ecosystem.

Kiahuna Golf Club has taken the initiative to conserve these rare and endangered creatures by participating in the Wildlife Habitat Incentives Program (WHIP).

The golf club has completed the first phase of restoration by planting native plants above the cave opening. The roots of the native plants will penetrate the cave and



Munroidendron racemosum

provide food for the cave organisms.

Among the natives planted, quite a few are endangered species, including our endangered gardenia; Nanu (*Gardenia brighamii*), the Kauai endangered endemics; Alula, (*Brighami insignis*) and *Munroidendron racemosum*.

USFWS provided funding for the closing of the cave with a rock wall and a stainless steel gate.

The closing of the cave prevents unauthorized entry and reduces airflow into and out of the cave. This will increase humidity and improve the habitat for the cave

organisms. Many of the introduced cave fauna (spiders and others) are not able to tolerate the higher humidity which means less competition for our endemic cave fauna.



Kiahuna Golf Club is a shining example of partnerships working towards conservation. Eventually signage and native plants will be placed in front of the 11th tee. This will raise awareness and educate visitors and residents about these rare cave ecosystems for years to come.



Michelle Clark at work cleaning up one of the caves.

Message from Ken

HAPPY NEW FISCAL YEAR!

As we enter the new Fiscal Year, I want to say "Mahalo" to all of you for the fine work you did in FY '02. Last Fiscal Year brought us the new Farm Bill and also additional funding for EQIP during the last quarter. You all put in the extra effort that was needed to allocate the additional funds to finish the year in good shape.

The 2002 Farm Bill has brought us new opportunities as well as more funding. This Fiscal Year will be one that will undoubtedly be filled with anxiety as the rules for the programs are rolled out. The Technical Service Providers will provide an opportunity for us to get more conservation on the ground and provide more assistance to our cooperators in a shorter time period.

I look forward to what this new year brings and I hope that you too are excited about the opportunities that lie ahead.



Ken Kaneshiro
State Conservationist



Combined Federal Campaign
October 15 - November 15

2002 NRCS

Project Officer: Barb Fossum

Key Person: Kaelene Foo

Employee Assistance Program (EAP)

Beginning October 1, 2002, Sand Creek Group, Ltd., Inc. will be the new Employee Assistance vendor. Anyone currently seeing a counselor from The Allen Group as part of the old contract should continue with that counselor for the remainder of their free visits (six free visits), if they wish.

Sand Creek Group, Ltd., Inc. has over 24 years experience in professional counseling and presently provides EAP services to the Forest Service and over 300 other government employers including the Executive Office of the President of the United States, and 90 Soil and Water Conservation Districts. This important service is available to all employees and their families.

If you are currently seeing a counselor who is not already in the Sand Creek network and would like Sand Creek Group, Ltd. to make an effort to bring them into the network, call the toll free number and ask them to contact your provider. Please note that it is entirely up to the counselor to decide if they want to be affiliated with the Sand Creek Group network.

Toll free number: 1-888-243-5744
(1-888-2HELP44) or
TDD 1-800-627-3529

www.sandcreekeap.com

October - National Disability
Employment Awareness Month

Hawai'i Soil and Water Conservation District Happenings

HACD 2002 Annual Conference

The beautiful Royal Lahaina Resort on the island of Maui was the location for the annual conference in June. Conservationists from all the islands participated in the 2 1/2 day event.

Agenda items on the first day included a Department of Health session that provided attendees updates on various programs: Nonpoint Source, Coastal Zone Management, Polluted Runoff Control, Current 319 projects and Unified Watershed Assessments.

A field tour of West Maui followed the program updates.

Skippy Hau, a biologist from the Department of Land and Natural



Resources, described algal abundance in Kaopala Bay. Not long ago this area was laden with sediment. Now after construction of sediment basins on neighboring Kahana and Kaopala streams, Kaopala Bay is exceptionally clear and recurring coral growth has been seen.

Mark Collins with the West Maui Mountains Watershed Partnership described to the group the uniqueness of this watershed area. While Marlon Domingo from West Maui SWCD and Maui Pineapple Company gave an overview of the Maui Gorilla Preserve.

Neal Fugiwara, NRCS District Conservationist provided the group with information about the Lahaina Flood Control Project, which is sponsored by the West Maui SWCD and the County of Maui through NRCS.



Neal Fugiwara explains the Lahaina Flood Control Project to the group.

Temporary flood control measures were constructed utilizing existing features on the land. These temporary structures operated well during heavy storms in November and December 2001, but due to the close frequency of the storms, maintenance especially on the sediment basins, were not completed. The partners, which now include the Kamehameha Schools, will assist in maintaining the structures.

After the tour, it was back on the busses to begin the social hour, dinner and silent auction.

Hamakua Soil and Water Conservation District

Hamakua Coast Showing Changes

The closing of the sugar plantations on the Big Island has brought about many changes to the land use on the island. While driving up the Hamakua Coast where you once saw sugar cane fields, you will now see exotic fruit farms, papaya farms, sweet potatoes, taro, ginger root, forestry operations, aquaculture, ranches, dairy farms and ornamental flower businesses.



A Hamakua Soil and Water Conservation District cooperator, Steven Shropshire is one of the many farmers who have started a new business where sugar cane once thrived. He owns a 15-acre dracaena field stock operation and has been a district cooperator for a number of years. His father Jim is the primary caretaker of the property.



With the passing of the 1996 Farm Bill, the Shropshire's applied to NRCS for the Environmental Quality Incentives Program (EQIP) and received technical and financial assistance on their property in 1998. Recently it was announced that they have been approved for Fiscal Year 2002 funding on a newly purchased 112-acre parcel in Papaikou. EQIP is a program for landowners to treat identified soil, water, and related natural resource concerns on eligible land. The program provides technical and financial assistance to eligible producers. EQIP is a voluntary program that promotes agricultural production while protecting the environment. The Shropshire's were recognized as Hamakua SWCD Outstanding Cooperators for 2000.

About three years ago NRCS designed grassed waterways and terraces on the sloping land where field stock was planted following the contour of the land. The applied conservation practices were tested two years ago when heavy rains plummeted areas of the Big Island. The Shropshire property weathered the storm with little damage occurring to the land or the plants.

Kori Hisashima reviewing conservation plan with Jim Shropshire.



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Another Hamakua SWCD cooperator and previous 1999 EQIP recipient is Peter Oliveira. He raises goats and horses on his Hakalau property.

He has been a cooperator with the Hamakua SWCD since 1998. Oliveira has converted the old sugar cane land into pasture by planting various grasses as trials.



Peter Oliveira and Matt Wung discussing conservation plan.

Some of the grasses include Baron's grass, Signal Grass, and Pangola. Some of the conservation practices that Mr. Oliveira has been successful with include brush management, fencing, grassed waterways, hayland planting and management, and a sediment basin. Oliveira has also assisted NRCS with trail plantings of Sunn Hemp as a green manure crop to resist the nematode population in fields to be planted in ginger root.

Hamakua SWCD recognized Oliveira as their Outstanding Cooperator for ranching in the year 2001.



**Thrift Savings Plan (TSP)
Open Season
October 15 - December 31, 2002**

2002 Waipi'o Valley Conference: Bridging the Gap of Cultural and Scientific Research

On August 21 conference participants gathered at Bishop Museum for a day-long event to help bridge the gap between cultural and scientific research. Attendees included members of the Waipi'o Valley community, Bishop Museum personnel, University of Hawaii representatives, and various state and federal agency personnel that included NRCS employees. The conference began with a welcome from the Bishop Museum President, Dr. William Brown, followed by discussions about Waipi'o Valley's importance to Hawaiian culture, its agricultural use, settlement patterns and a demonstration of poi pounding with the audience sampling the poi.

Discussions about various research projects underway in Waipi'o Valley took place in the afternoon. Topics included aquatic insect life, sampling techniques and stream flow in the Valley, results of the NRCS stream methodology and results from UH Stream Research Center IBI studies.

At the conclusion of the conference, with the participants sitting in a circle, the group discussed future cultural, management, and research needs in Waipi'o Valley. This conference was a partnership effort between NRCS and the Bishop Museum. Kudos go to Dudley Kubo and Terrell Kelley for their efforts in the development and planning of the event.



Dudley Kubo with Bishop Museum President William Brown.



An attendee is offered poi.



Terrell Kelley visits with conference participants.

Hawaii RC&D Update

Hana Highway Beautification Project

submitted by Sharon Souza

On July 20, 2002, 100 volunteers planted 34 Monkeypod, 23 Royal Poinciana and 17 Kukui trees along the two mile junction at Haleakala Highway and entrance to



the State Highway Department, HC&S, Unity Church, the Maui Association of Landscape Professionals, BEI Hawaii, the Maui Outdoor Circle, the Maui Arborist Committee, A&B Plumbing, Community Resource Service, (County of Maui) and University of Hawaii (CTHAR).

Funding for this project was provided by ISTEPA, McNaughton Group, A&B Foundation, the Maui Outdoor Circle, and A&B Foundation.

Kahului on Hana Highway. The community project will protect the existing scenic roadway and beautify Hana Highway.

The tree planting project created a "Peace Parkway" on Maui in the aftermath of the World Trade Center terrorist attacks. The community project was headed by Horticulturist, Ernie Rezents, and Virgie Cantorna, former head of the nursing department at Maui Memorial Hospital. As a symbol of working together groups involved included:



Tri-Isle RC&D Sadly Announces the Passing of Natalie Powell

The Tri-Isle RC&D Council and many others who knew Natalie Powell will miss her. Natalie Powell passed away on August 3, 2002. She served as President of the Tri-Isle RC&D Council and Secretary-Treasurer for Maui Ranch Estates Owners Association. Her legacy, leadership and inspiration will continue through the encouragement she gave to the Council. Her hard work made a difference to better the quality of life and improve community values.

Ulumalu-Peahi Water Project

On July 31, 2002 ground breaking was completed at Maui Ranch Estates for a water improvement system which will meet county standards to allow individual lot owners to acquire meters from the Water Department. The infrastructure will cost 2.3 million dollars for a new 8-inch transmission line and hydrants that will serve 81 lots.

The Tri-Isle RC&D Council acquired a grant through the County of Maui. President of Tri-Isle RC&D Council, Nan Powell was able to obtain funding from the Rural Utilities Program of the U.S. Department of Agriculture, Rural Development and the Community Development Block Grant Program, County of Maui.



Pictured left to right: Peter Powell, Katy Powell, and members of Rural Community Assistance Corporation, Housing and Human Concerns, County of Maui, Department of Water Supply and Tri-Isle RC&D Council.

Hawaii RC&D Meets in Alaska



Hawai'i RC&D Council members pose for a picture before heading home from Ketchikan, Alaska after the Pacific Rim RC&D Meeting in September.

Free Handbooks for Federal Employees

To sign up for FREE federal handbook publications, visit www.federalhandbooks.com. Check the web site often as new handbooks on interesting topics are always being added.

A few of the handbooks available include:

- *Federal Personnel and Federal Benefits Handbook
- *Federal Retirement, FERS Retirement and CSRS Retirement Handbooks
- *Long-Term Care Planning Handbook
- *Thrift Savings Plan Account Handbook

Fall "Leader in You" Series

"The Leader in You" training series will continue this fall with two new satellite broadcasts. If you are interested in viewing these training opportunities, Hawaii will receive tapes approximately one month after the aired broadcast.

"Leaders Teaching Leaders: Accelerating the Pipeline" features Andrea Zintz, Vice President of Human Resources at Johnson and Johnson. She emphasizes that "leaders develop leaders." Her message will encourage leaders to share their knowledge and experience in order to inspire learning, growth, contribution, and an increase in overall leadership.

Harvard professor John Kotter, widely acknowledged as the world's foremost authority on leadership and change, is the trainer for the second seminar. Kotter explores the relationship between leadership and change. Although one can easily recognize change and the need for change, the reality of creating that change is extremely difficult. Kotter pays special attention to the necessity and importance between leadership and management to facilitate change.

Contact Camille Kimbrough, in the State Office at Ext. 101, if you are interested in viewing these tapes. The first broadcast is scheduled for November 14 and the second will be held on December 10.

2003 Year of Clean Water

This year's celebration of "Clean Water" marks the 30th anniversary of the Federal Clean Water Act. It presents an opportunity to recognize the work that has been done to restore and protect our Nation's water resources and to renew the pledge to help achieve clean water objectives.

America's Clean Water Foundation is leading and coordinating the year-long celebration. Federal, state and local agencies and organizations across the country are involved.

A couple of ways NRCS employees and conservation partners can participate would be:

- Deliver clean water information and education to schools and youth groups
- Recognize the accomplishments of farmers and ranchers, communities and other who have made significant contributions to clean water objectives

For more information, go to

www.yearofcleanwater.org

National Hispanic Heritage Month

September 15- October 15

*Hispanic Americans: Strength in Unity,
Faith and Diversity*

New Electronic Field Office Technical Guide Available

NRCS has unveiled the new electronic Field Office Technical Guide (eFOTG). This innovative technology supports the President's management initiative on expanding e-government and will support Farm Bill implementation and program delivery at the local level. Kudos to Katherine Nishihara and Kevin Yamamoto NRCS/UH student hires for all the work involved in getting Hawaii's eFOTG on line.

"Using this technology, we will be able to provide more timely information and data to more people nationwide than previously has been available," said Chief Bruce Knight. "This is a major step forward in providing conservation information and scientific and technological resources on the Web in an easy-to-use environment."

This project makes the scientifically proven and time-tested NRCS conservation technology available online to anyone who uses the technical resources in the FOTG. The old FOTG was a traditional, paper-based reference used in NRCS field offices to organize technical resources and activities for conservation, but the electronic technical guides make NRCS technical information available instantly to anyone with Internet access.

The eFOTG is linked to 8000 NRCS web pages and external sites, including the latest material on the 2002 Farm Bill. Content includes data in technical handbooks and manuals, scientific tools that help generate conservation alternatives, conservation practice standards, conservation effects case study reports and other electronic tools for evaluating the effects of conservation technical assistance.

To access the eFOTG visit our home page at www.hi.nrcs.usda.gov and click on the eFOTG picture in the lower left corner.



Check Your Calendar!

National Hispanic Heritage Month
Hispanic Americans: Strength in
Unity, Faith and Diversity
September 15 - October 15

Columbus Day
October 14

Combined Federal Campaign (CFC)
October 15 - November 15

Agricultural Conference 2002
Sheraton Waikiki Hotel
October 24, 2002

Veterans Day
November 11

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